



ANNUAL REPORT 2014-2015

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Our Vision & Mission

To be the service provider of choice in Oakville in support of people who have a developmental disability and their families. We encourage and support full community participation while providing quality services, supports and opportunities, enabling people with developmental disabilities to live active, rewarding and fulfilling lives.

2014-2015 BOARD OF DIRECTORS

Sally Fazal, President

Barry Thomson, Vice President

Greg MacDonald, Treasurer

Mike Demers, Director at Large

Chris DiFonzo, Director at Large

Peter Nesbitt, Director at Large

Nick Norvack, Director at Large

Message from the President

Once again it has been my pleasure and honour to serve this year as President of Community Living Oakville. We are fortunate to have a talented and committed board, staff and community of families and neighbours working together.

A few minutes about the work of the board. On the governance front, we have completed our second full year of work with our new structure, and I'm happy to say that our committees and governance calendar have kept us focused on key priorities. We have four committees of the board, each concentrated on a different aspect of our work, and coordinating the work of our great group of directors. We have Finance, Governance, Service Quality and Fundraising committees in place. Congratulations to all of my colleagues on the board for their commitment and leadership.

I would like to take a moment to acknowledge the service of Barry Thomson.

Barry Thomson has been your Treasurer for 6 years, and has served as Vice-Chair for the past year. Barry makes an enormous contribution to the work of Community Living Oakville- thanks to his efforts over the past seven years, and to the efforts of Janet and the staff team, we have a strong financial foundation and professional financial structure for our agency. Barry will be stepping down from the board for the coming year: a break as required in our by-laws, but we hope to welcome him back the following year to the board. I know that Barry is committed to serving Community Living Oakville and ensuring its ongoing strength and viability. We are in good hands with Greg McDonald as Treasurer who will continue to lead the renewed finance committee for the coming year, and we know of course that Barry is never more than a phone call away.

A key responsibility of governance is to represent the members in planning to ensure the ongoing relevance, impact and viability of the organization. You may remember that the board established six strategic themes for CLO in the fall of 2013 and then worked with the management team, staff and the people we support to develop a plan aligned with the themes and with our mission and values. I am happy to say we are making great progress with our plan and the committee structure of our board to support it continues strong.

A year ago, we had just finished construction of the beautiful new day programs space and opened a new home. We serve more people than ever in our new space and in the community- the drama presentation tonight represents one of many new activities available. Community Living Oakville will continue to grow- and

congratulations to the Raise Your Voice Council for their work reaching out to welcome more people into our community. CLO continues from strength to strength- this year the senior management team is working to develop a longer term strategy for seniors- as people in our community near their retirement years new options and ideas will be needed- I have no doubt that the creative and caring people working on the seniors' strategy will develop great new services to meet this challenge.

Our program supervisor at the Ministry, Bonnie Corey, has been a tireless advocate and supporter for us in securing funding and ensuring we have the resources to deal with unexpected situations. Thank-you Bonnie for your support.

Once again, the Oakville Foundation for people with Intellectual Disabilities and the Sutton Family has made a significant contribution to the ongoing development of the agency- we have been able to acquire a new Information Management System that will allow for much improved storage and access to information and a new suite of reporting that will help us see how well we are doing in supporting Individual Support Plans and helping the people we serve realize their goals. This is another great example of the difference the Foundation has made in the lives of everyone in our Community Living family. Thank-you to Gerry Sutton, the Sutton family and the Foundation for your faithful and generous support.

On behalf of the board and the whole community I want to thank Janet Lorimer and her excellent team for another great year. Janet has accomplished so much in her three short years with the agency, and sets a tone of professionalism and caring that is inspiring to us all.

Lastly, thank you for the opportunity to serve - I am honoured to be associated with the great work of Community Living Oakville and congratulate all of its members on creating such a welcoming and supportive place and opening up new possibilities with our neighbours and friends in the wider community.

All the best for another great year.

Sally Fazal
President



2014-2015, Community Living Oakville's 61st year has seen many positive outcomes, and it is a pleasure to highlight the strides made in some key areas.

Over the past year significant focus has been placed on new options and opportunities for people, as well as on the various Strategic Plan initiatives. Our Strategic Plan will take us to the end of the 2016-2017 fiscal year, and talks about the strength of our employees, programs and services, infrastructure and resources, and outreach. Each area has actively been worked upon and we are pleased with the results of an extensive variety of training, confirmed plans for supervisory supports, seniors initiatives, business development in Best Pack, progress with our I.T. enhancements, community partnerships and work done by the new self-advocates group "Raise Your Voice Council".

Our organization has many goals, as do the people who use our services, and in particular our new information Management system will assist us in having accurate accessible data from which to evaluate our successes and identify areas to be addressed.

The expansion of our community outreach and new partnerships have created many benefits including for example, significant growth in supported employment. There is a fundamental benefit to people we support being active participants in their community, and to that end we strive to create many opportunities. The work of the Raise Your Voice Council has, and will continue to create opportunities for all to be engaged, come out and meet new friends, learn, and share common interests. This past year we were pleased to welcome nine new people to day services, and look forward to having approximately eleven 2015 graduates join us.

It is inspiring to see community businesses and volunteers come forward to be involved and help people achieve their goals. We are thrilled to have the support of professional assistance for the music and theatre groups. The café group is thriving, and continuing to prepare a weekly lunch for all to purchase with the goal of operating on a daily basis.

Our financial position remains healthy and we are committed to managing well to meet the needs of today without compromise to our future.

We congratulate and thank the Ministry of Community and Social Services for progress made on their Transformation Plan for Ontario and their significant financial investment in the Developmental Services sector. We thank all of our funders and supporters including the Ministry of Community and Social Services, Ministry of Children and Youth Services, United Way Oakville, Trillium Foundation, Halton Region Community Investment Fund, Human Resources and Skills Development Canada, several family funds held within the Oakville Community Foundation and all of the businesses and individuals who donate or support our events.

We are fortunate to have a committed workforce of two hundred and sixty employees, supportive families, active volunteers, strong community partnerships, and a Board of Directors who collectively provide sound leadership. We thank all of you. Your efforts and contributions have made possible the many success stories that have unfolded over the past year and we hope you enjoy reading about those that people have chosen to share.

Yours very truly,

Janet Lorimer
Executive Director

Operations

I am pleased to report that we ended the 2015 fiscal year with a surplus of \$34,551. This is the 6th profitable year in the last 7 years and was primarily the result of increased ODSP outcome based funding.

The Ministry supported CLO during the year with one time funding totalling \$557,373.

Capital

Our capital account closed the year with a surplus of \$116,000 vs. a surplus of \$26,000 in 2014.

Fundraising had a surplus of \$89,538 on gross receipts of \$199,581 after expenses and funded projects.

The cost of fundraising administration, as a percentage of net proceeds was 35%, down from 41% in 2014.

The approved fundraising projects for the year included:

- \$128,901 for home improvements and furnishings of which \$76,900 had been spent by March 31, 2015.
- \$6,539 to cover the 2014 Christmas dance deficit.
- The agency invested \$268,300 in improving capital assets during the year.
- Highlights include:
- \$30,000 for foundation and driveway repair and exterior painting at Church Street
- \$9,500 to improve energy efficiencies at 238 Third Line.
- \$25,000 for foundation repairs at 246 Third Line
- \$28,000 to replace windows and insulate for energy efficiencies at Sherin Drive
- \$28,500 to replace windows and flooring at Sandmere Place
- \$30,900 to replace windows and doors and repair foundation at Rebecca Street
- \$6,000 to repair the fence at Bridge Road
- \$25,900 to replace windows and doors at 221 Southwood Ct.
- \$8,500 for new flooring at Washington Street
- \$76,000 in approved fundraising projects that include new kitchens, bathrooms, furnishings, painting, wheelchair lift and assorted smaller items.
- \$19,500 for refinishing and renewing floors at two homes

Funding for these projects came from:

- | | |
|---------------|-----------|
| • Ministry | \$192,300 |
| • Fundraising | \$76,000 |

Financing Activities

Late in the year CLO refinanced its term loan with Royal Bank of Canada increasing it by \$200,000 to \$1,450,000. The terms of the loan were quite favorable to CLO. We were able to obtain a five year term at 3.4% compared to our old rate of 4.68%, and at the same time reduce the amortization to just above 15 years from the previous 20 years. The loan had been secured by 7 of our houses but the bank was able to release three of them. Current monthly payments remain the same. The agency repaid \$199K on its mortgages and notes in the year.

The total debt at March 31, 2015 stands at \$2,862,000 vs. \$3,075,000 on March 31, 2014.

Best Pack

Best Pack continues to struggle and lost \$150,000 on revenues of \$577,000, including corrugate sales. Although expenses continue to go down revenue has as well. There are, however, some encouraging signs for cautious optimism. One major customer, who had previously pulled most of its business, has returned and new contracts have been acquired.

Accomplishments

The major event of the year was the Ministry's announcement that it would support CLO with one time and capital funding in excess of \$557,000. The monies have been used to enhance salaries and wages for our employees, increased training opportunities, improve and add capital assets and assist CLO in financial pressures created from individuals we support in crisis. Led by our Executive Director, Janet Lorimer, management continues to hold costs down and at the same time run an efficient and caring agency. The result this year was a healthy surplus.

We must acknowledge the generosity of the Ministry and the support of family and friends which allow CLO to continue to improve the living and work conditions for the folks we serve.

Going Forward

The Board agreed with a management recommendation to install the Alliance Information Management System – AIMS, now in use by a number of large community living agencies. AIMS is an “all-in-one” information system that provides management and staff with the tools required in areas such as serious occurrence reporting, case management, medication administration, injury, accident and incident reporting as well as providing the ability to see and share case notes. It also provides a new method of accountability, consistency in use of best practices and planning. Half of the cost has been covered through capital funds and the balance through a grant from the Oakville Foundation For Intellectually Handicapped People. Following staff training in its usage, the system should be in place later this year. Under Janet's leadership the management team has brought in a balanced budget to the Finance Committee for 2015-2016 which has been submitted to the Ministry.

We have some dedicated and resolute people to thank for this year's performance. First, of course, is Janet Lorimer for her leadership and hard work and our Finance Manager Nancy Steptoe for her unwavering persistence and tenaciousness in putting together a balanced budget while at the same dealing with some very difficult issues.

Finally, my thanks to all the managers, staff and the Board of Directors and to those we serve for their commitment and the belief that we all make a difference.

Thank you
Greg MacDonald
Treasurer

The following is a summary of the activities of the CLO Governance Committee for the Board year 2014/2015. This report also makes recommendations for nominees to the Board of Directors for election at the 2015 Annual General Meeting (AGM) and for the slate of officers for the 2015/2016 Board.

Compliance and Good Governance

The primary purpose and focus of the Governance Committee is to ensure that the Board of Directors and management are in compliance with the CLO bylaws and that there is good governance in the operation and oversight of CLO. The activities of the committee include an annual overview of the CLO bylaws to ensure compliance, updating the governance calendar, an annual Board performance evaluation, ensuring there are annual performance reviews of senior management, developing a Board succession strategy and overseeing nominations to the Board.

The Board also has other committees to deal with the more detailed work of the Board. Standing committees include Finance, Quality Service, Governance, Strategic Planning and Fundraising. Directors of the Board sat on one or more committees and each committee was active throughout the year. The committees provided opportunities to address Board objectives at a more detailed level and to initiate a strategic review process.

Board Membership

At the beginning of the Board year in June 2014, there were eight directors elected to the Board. The bylaws call for membership of a minimum of seven and a maximum of twelve directors.

After a few months on the Board, Karen Or resigned. The Board of Directors supported the committee recommendation to search actively for new members to increase the number on the Board. Through the year several candidates were identified,

and subsequently three individuals were appointed to become Directors who are Marlyne Van Exan, Tom Whelan and Paul Fahey for terms ending in June 2015. This increased the Board to ten Directors.

Directors Terms of Office

Each Director is elected to the Board for a term of three years at a duly called AGM. A Director may be elected for one (1) subsequent consecutive term of three years at a duly called AGM. After a one year absence from the Board, after the subsequent term, a former Board member may be nominated for one additional term of three years at a duly called AGM.

The term of office for each Director as of the calling of the 2015 AGM is as follows:

- Sally Fazal and Peter Nesbitt will have one year remaining in their second three year term.
- Chris DiFonzo and Mike Demers will have two years remaining in their second three year term.
- Nick Norvack and Greg Macdonald are eligible to be re-elected for their second three year term.
- The appointments of Marlyne Van Exan, Tom Whelan and Paul Fahey to the Board will expire at the calling of the AGM.
- Barry Thomson will be retiring from the Board after serving his second three year term.

Nominations for Director Openings

Throughout the Board year, the Governance Committee initiated a search for candidates, which included placing postings on the website and other non-for-profit search sites and the mailing to Members of CLO requesting nominations to the Board. Several candidates were identified from postings, some of whom were appointed to the Board as previously stated. There was one response to the mail out to Members, and one Member has proposed a nominee.

Members of the Board and the Governance Committee meet with candidates to discuss the mission and values of CLO, the governance model of the Board and to ensure there is an alignment in shared values and integrity. The Board has also developed a policy whereby prospective candidates go through orientation including being invited to a Board meeting as a guest to experience the Board at work. Sometimes this process cannot be completed in time for an AGM and a prospective candidate may be recommended to be appointed to the Board in a subsequent Board term.

The Governance Committee has also looked at a succession strategy for the Board to ensure there is a balance of new directors and continuing directors to support continuity in leadership and the passing along of knowledge. The strategy attempts to avoid a large number of new directors coming onto the Board within a year who would have the same term but would then retire in the future in the same year. To maintain this balance for the new Board, the Committee has recommended six nominees to increase the Board to ten Directors.

The Governance Committee has recommended the following six individuals for election at the 2015 AGM:

- Nick Norvack for his second three year term
- Greg Macdonald for his second three year term
- Marlyne Van Exan for her first three year term
- Tom Whelan for his first three year term
- Paul Fahey for his first three year term
- Tom Crawford for an additional three year term after a one year absence from the Board

The Board of Directors will have the discretion to consider future appointments to increase the Board up to a maximum of twelve Directors should it identify other candidates who would be interested to serve on the Board.

New Board of Directors - Proposed Slate of Officers

At the first meeting of the new Board of Directors for 2015/2016, the following directors are being proposed for officer positions to be approved by the new Board:

President	Sally Fazal
Vice President	Peter Nesbitt
Treasurer	Greg Macdonald
Secretary	Janet Lorimer

Retiring Director

On behalf of the Board of Directors, we thank Barry Thomson for his generosity of time and personal commitment to advancing the best interests of Community Living Oakville.

**Prepared by,
Peter Nesbitt
Chair, Governance Committee**

MEET BOWDEY

Bowdey came to Community Living Oakville in 2014. Shy by nature, it was quite a transition to get to know his roommates and the staff. Everyone quickly grew to love Bowdey and his confidence flourished day by day. His charming, charismatic and witty nature started to shape the rest of his life.

After enduring a difficult period in his life, Bowdey lost motivation to continue his education. Not having a place to call home, he yearned for stability and contentment.

Moving to Community Living Oakville has changed his future. He developed trust in his support network and a desire to experience what life has to offer.

Bowdey enjoys spending time with his roommates, the many new friends he has met and the places he has visited during the past year. Bowdey's life is full of new opportunities and he is fulfilled and happy most of the time. He is always ready to step in and provide help. He has proudly taken on the role of a big brother.

Bowdey displays special love for music, with Hip Hop and music from the 90's on top of his list.

Bowdey has been busy setting goals he would like to accomplish this year. Some of his goals are to obtain his high school diploma, move into his own apartment, find a steady girlfriend and to eventually take a motorcycle mechanic course. His dream is to build a bike, just like his fathers'.

Bowdey works with a landscaping company in Oakville; a job he found as a result of a friendship he established with a neighbor. He wakes up at 4 am and although exhausted from a hard day at work he manages to get involved with the day to day activities at his home.

Bowdey takes pride in his home and enjoys his newly discovered culinary skills. He can frequently be found in the kitchen making his breakfast, and conjuring up delicious meals for supper. He loves to see the smile on the faces of his roommates while they enjoy the meal he has prepared for them.

This tenacious young man is definitely going places and we are fortunate to be part of his exciting journey!

Who we are

Home is much more than “where we live”. Home is a place where we like to be, a place where we feel comfortable, safe and in control. It is a place where we can create our own personal environment and enjoy family and friends.

Community Living Oakville is committed to encouraging lifestyles for people that promote their independence, participation, inclusion, friendships and citizenship in the community. We believe in being respectful of the uniqueness, dignity, well-being and privacy for each person receiving support.

Community Living Oakville provides a variety of residential supports for people based on their individual needs.



MEET MATTEO

Matteo is a 17 year old young man who is slowly transitioning from his current placement at St. Ignatius of Loyola Secondary School to Community Living Oakville. He is the oldest of 4 children and has two brothers and one sister. He has an incredibly supportive family who believes that he has much to share with the world.

He is particularly passionate about theatre, so much so that he initiated a theatre group at Community Living Oakville this past year during his one day co-op placement. He is in the process of creating, directing and composing the music for a short musical production called *The Odyssey of the Seasons*, inspired by our yearly seasons in Ontario (Spring, Summer, Fall and Winter). His passion for theatre started when he was in grade 6. He went to see his first musical, *Grease*, in Toronto. The set, the costumes, the lights, the music, the choreography and acting all left him with a remarkable impression! He instantly fell in love with musical theatre and has never looked back since.

This passion was later augmented when he met Jeff Madden, a local actor, who played Frankie Valli in the Toronto production of *Jersey Boys* and personally visited Matteo at his local Elementary School. Jeff left Matteo with a signed and plaqued poster of the entire cast of *Jersey Boys* and a special card with a message that Matteo cherishes and carries in his heart everywhere he goes: "Always believe in yourself and there is nothing you can't do."

With this message engrained in his mind, Matteo has set his goal in life to create and direct performances with industry professionals in the theatre. When you listen to Matteo's music and ideas for his performances, it is easy to see how incredibly creative and talented he really is.

"Community Living Oakville, along with our family, have been a tremendous support for Matteo in beginning to realize his dream and ambitions in life to put his creative music and ideas into action, even at such a young age. Community Living Oakville has opened doors where doors seemed shut. They have given him hope for a wonderful future in theatre!" Yolanda Esposito

Matteo has made many new friends at Community Living Oakville and has inspired many of them to join his theatre group! A local set designer, Jane Coryell, has also joined his team in supporting him with his creations, as his personal coach. His enthusiasm and charm make it easy for people to enjoy his company and friendship. Matteo likes to take people on an imaginary ride through the magnificent wonders of theatre! Matteo continues to share his given talents and gifts with anyone who is willing to believe in him!



By believing that each person is unique and has the right to make their own choices, Community Living Oakville helps to ensure that people receiving services enjoy an active and central role in identifying and choosing their work, volunteer and recreational activities.

Community Living Oakville offers a number of Community Day Service locations throughout the Oakville Community. The goal of each location is to provide an opportunity to participate in meaningful day time, educational, leisure and, social opportunities. Each person directs the activities they wish to participate in both within the organization as well as various areas of individual choice.

MEET ULLI


In 2002 Ulli suffered the loss of her best friend, her mum Else. Else had become ill the year before and knew that she had to start making arrangements for Ulli, who still lived at home. Shortly afterwards, Ulli was welcomed by Community Living Oakville where she received support from the Supported Independent Living team. The transition was difficult for both. As Else's condition worsened, the friends she had made over the years were there to lend a helping hand. Supporting Else meant supporting Ulli also. Ulli was always very busy with Special Olympic sports and required help in continuing her activities.

Over the years, Else and Ulli had made great friends in their community, including a local couple named Bob and Margaret. The bonds were built on common interests such as church and gardening. For years Else and Ulli made weekly visits to Bob and Margaret's home. Winter visits included hot tea by the fireplace and summer visits meant swimming in the backyard and perusing the gardens. The relationship with Bob, Margaret and their family has continued and Ulli can be found lounging in Bob's recliner knitting away and sipping on her favorite beverage, Coke, every other Sunday. Ulli will always have a place to celebrate holidays and special occasions with friends who love and respect her.

Ulli fought to endure the pain she felt when her mother passed away. Her involvement in swimming and bowling was always a good outlet and helped to fill the void. Circumstances changed once again for Ulli as she moved to two other homes within Community Living Oakville. Her involvement in sports, the bond she shared with her friends and the staff at Community Living Oakville gave her the strengths to cope with new challenges. Ulli's commitment to hard work and practice was very evident. She quickly ran out of room for trophies on her dresser and now has a display case filled to capacity. In 2013, Ulli was recognized as the Special Olympics "Athlete of the Year". Her cheering section at the award celebration included the women she lives with, longtime friends Bob and Margaret, Freda and Annaliese. Over the years she has travelled to Nationals with the swim team and continues to participate in swim meets.

This remarkable 52 year old woman is a kind, gentle and a genuine person. As a longtime employee of Speers Place Industries, Ulli shows dedication and commitment to her work. She loves working alongside her boyfriend Larry, and the adoration they share for each other is evident.

Her kind nature, dedication, commitment and zest for life are an inspiration to all of us.



Our work is guided by our values, experience and history and draws from strong roots in the community. Community Living Oakville recognizes the rights of everyone to have a full range of life choices, including access to education, affordable and appropriate housing, leisure options, gainful employment and participation in the community. A healthy community encourages the involvement of everyone.

MEET KELLY

Kelly Hoyle came to Community Living Oakville in 1999 as a participant in the lawn care program, “Best Cuts”. Soon after, Kelly was able to be supported residentially in the Supported Independent Living Program. Kelly has always been an eager and outgoing person and he especially enjoys talking to people about his passion for photography.

From the time he was a teen; Kelly had a love for photography and was intrigued by how colour and different lighting worked in photographs. When the photography club was introduced at Community Living Oakville in 2010, Kelly was one of the first people to join. He attended weekly classes, taking pictures that he was proud to display and showcase. With a particular interest in nature photos, Kelly began to take walks, sometimes getting up at 3 am, to try and capture the sunrise with his camera. Kelly has captured birds, the sun rising, deer frolicking and many other wondrous sights. It is a rare moment that you will see him without a camera in his hand.

With his attention to detail and a keen eye for the subject, Kelly has been asked to expand his photography to more professional levels. He has been requested to photograph Christmas Dances, Golf tournaments and most recently, an agency Open House on June 13, 2015. Kelly is honoured that he has been asked to participate and he takes great pride in the pictures he produces. Many of his photographs are displayed through the halls of Community Living Oakville.



Our Vision & Mission

To be the service provider of choice in Oakville in support of people who have a developmental disability and their families. We encourage and support full community participation while providing quality services, supports and opportunities, enabling people with developmental disabilities to live active, rewarding and fulfilling lives.



A heartfelt thank you to our generous donors

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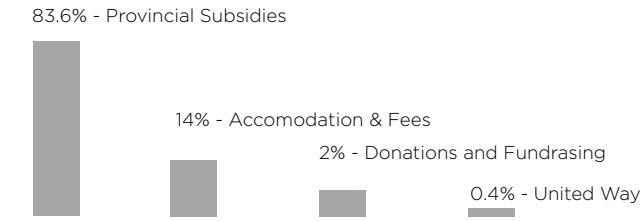
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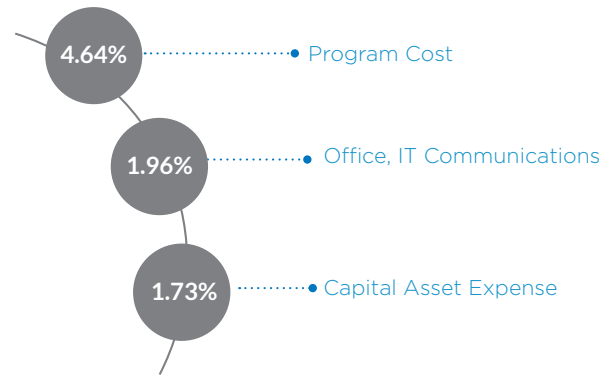
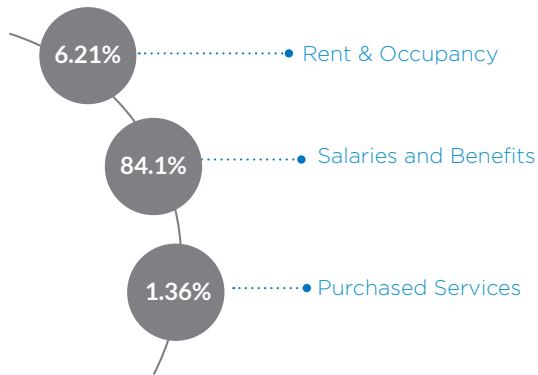
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- Mrs. Modestino
- Nancy Paitich
- Nick and Dale Norvack
- Otto and Karina Feth
- Pam Gray
- Patricia Gunn
- Patti Hnatiw
- Paul and Judy Malloch
- Pet Smart
- Peter and Elaine Williams
- Peter Eichler
- Raphael Cundari - Fidelity Investments
- RBC Commercial Markets - Halton
- Robert and Vicki Clarke
- Robertson, Eadie & Associates Ltd.
- Robin Theroux
- Rod Malcolm
- Rodger and Margaret Cooper
- Ron McArthur - R.D. McArthur Consulting
- Ronald Grey
- Roy and Joy Matheson
- Roy and Joyce Lessels
- Ruth Swan
- Ruth Vlainic
- Ryan Findlay - Findlay Personal Injury Lawyers
- Sally Fazal
- Sally Mitzel
- Sandra Ware
- Scott Hobson
- Service Master of Oakville
- Shandelle Crider
- Simon Beayni - Beayni Group
- Sleeman Breweries
- SmartMeds Pharmacy
- St. Pauls United Church Women
- Steve Campbell
- Steve Dhaliwal
- Sue Baillie
- Susan Johnson
- Sybil Rampen
- Ted and Donna Edgar
- Teena Smith
- Teresa Haughton
- The Clorox Company Foundation
- Thomas Wienhold
- Tom and Lynda Crawford
- Tony Mylonopoulos
- Trevor Miller
- Val Rolfe
- Vicky Gunter
- Viewstone
- Wayne and Caroline Peasgood
- William Humphrey
- Wilson Blanchard
- Halton Region Community Investment Fund
- Ministry of Community & Social Services
- Ministry of Children & Youth Services
- Ontario Trillium Foundation
- The Russ & Sonja Buckland Fund
(a fund held within the Oakville Community Foundation)
- The Petrus Fund
(a fund held within the Oakville Community Foundation)
- United Way of Oakville

2014-2015 FINANCIAL ACTIVITIES AND SUPPORTS

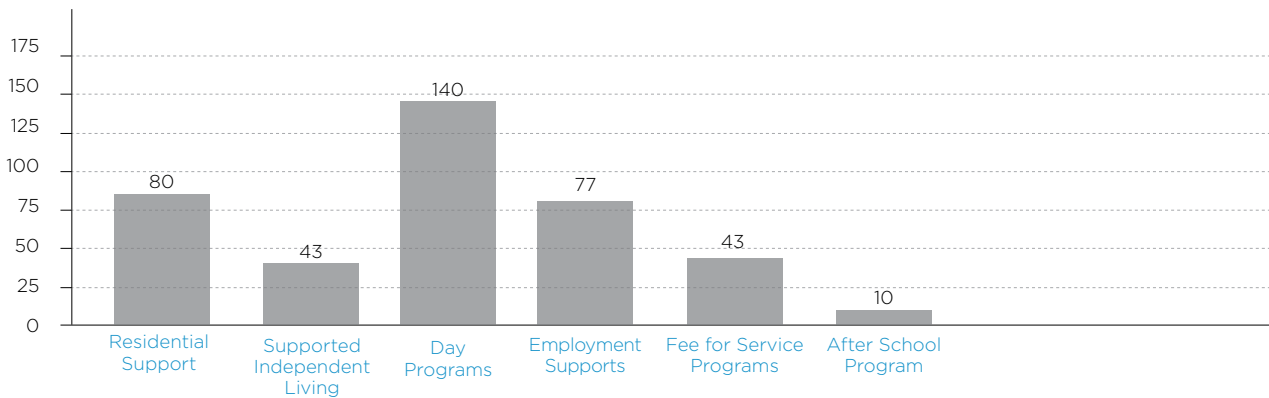
SOURCES OF REVENUE



EXPENSES BY CATEGORY



PEOPLE SUPPORTED BY PROGRAM



YEARS OF SERVICE AS OF MARCH 31, 2015

5 YEARS

Carrie Lynn Post	Residential
Sherene Myers	Residential
Desiree Dos Santos	Residential
Vanetta Edwards	Residential
Joyce Hammond	Residential
Leisa Gay Lewis	Residential
Julie Bisbicos	Manager

10 YEARS

Allison Chapelle	SIL
Rapinder Dhillon	Day Services
Steve Zamora	Residential
Stephanie Butcher	Day Services
Kim Moncada	Manager
Leanne Abbott	Residential
Lala Desousa	Residential
Jennifer Dance	Manager

15 YEARS

Raymond Desrochers	Residential
Mary White	Manager

20 YEARS

Beverly Kerr	Day Services
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25 YEARS

Toby Favero	Day Services
William Strong	Day Services
Mary Jo Nunes	Day Services
Olivia Bradshaw	Residential
Farkhanda Nawaz	Residential
Shannon Coles	Manager

30 YEARS

Kevin Speers	Day Services
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Community Living Oakville

We believe in people



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Oakville, ON L6K 2H2
905 844 0146
www.oakcl.org

Charitable Business
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